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ABSTRACT

This sourcebook is designed to be useful to school administrators, teacher association representatives, and school board members, in that it presents in a systematic fashion current selected sources of information on conducting negotiations in education. The citations are according to: (1) governmental and education association sponsored economic publications; (2) 13 major educational issues in negotiations; (3) pertinent current information summaries; (4) general references on aspects of the collective bargaining process; (5) information specifically on the resolution of disputes; (6) legal issues in negotiations; and (7) teacher strikes, militancy, case studies, and studies of the impact of negotiations on education. (Author/JF)

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NEGOTIATIONS SOURCEBOOK

Sources of Information on Collective Bargaining for Educators

H. Dean Smith

Bureau of School Service and Research
144 Lewis Annex DV-10
UNIVERSITY OF WASHINGTON
Seattle, Washington 98195

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FOREWORD

The major objective of the Bureau of School Service and Research has been to assist school districts in seeking solutions to their educational problems. Activities leading toward achievement of that objective have included planning, evaluation and development of innovative programs. While continuing these activities, the Bureau is now becoming involved in another area of vital importance to educators: negotiations strategies and tactics. As part of that involvement, several workshops dealing with negotiations skills have been and will be sponsored by the Bureau during the forthcoming year. As another part of that involvement, the Bureau has published and is disseminating this document, "Negotiations Sourcebook." It is hoped that the materials contained in this document will prove useful in the continued development of the best possible education systems for our nation's youth.

Robert A Anderson

Dr. Robert A. Anderson, Director
Bureau of School Service and Research
144 Lewis Annex
University of Washington
Seattle, Washington 98195

INTRODUCTION

In successful negotiations, everybody wins. The chances of both parties winning in negotiations are greatly enhanced when all participants act on the basis of accurate and timely information rather than emotionalism and irrationality.

Accurate and timely information is more than merely understanding one's own position on given issues. It is necessary to be aware of collective bargaining agreements, court decisions, economic implications, dispute resolution mechanisms and current research regarding the major issues of negotiations as presented by both teacher associations and management.

There is, to be sure, a vast amount of information relating to these aspects of negotiations. However, it is extremely difficult for participants to get at the information -- or even to be aware of sources of that information. To date there has not been a systematic compilation of pertinent information sources available in one volume for educators. It is hoped that this sourcebook will be useful to school administrators, teacher association representatives, and school board members, in that it presents systematically current selected sources of information for conducting negotiations in education.

The compilation of sources is organized into seven sections. Section I provides access to governmental and education association sponsored economic publications. Section II examines 13 major educational issues in negotiations. Section III contains the most pertinent current information summaries. Section IV provides general references on aspects of the collective bargaining process. Section V deals with sources of information specifically on the resolution of disputes. Section VI contains sources on legal issues in negotiations, and

Section VII presents references for teacher strikes, militancy, case studies, and studies of the impact of negotiations on education.

In keeping with the purpose of this compilation, i.e., to provide easy access to major sources of information on negotiations in education to all participants in the process, three selection criteria were utilized:

1) The source must have sufficient applicability to public education to warrant intensive reading.

2) The source must be readily available in most public libraries.

3) The source must be able to be read without extensive prior knowledge.

The compiler is indebted to the over 800 authors who saw fit to contribute to the body of literature on collective bargaining in education and the process in general. Inaccuracies in the text and citations are the sole responsibility of the compiler.

HDS

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